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Bakery and Confectionery Workers' International Union of America

# CONSTITUTION AND BY-LAWS

— OF THE —

# Journeymen Bakers'

# National Union

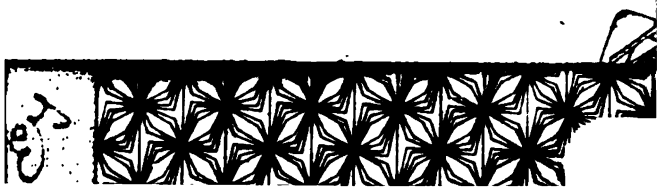
— OF THE —

## UNITED STATES.

Founded January 13–16, 1886, at Pittsburg, Pa.

Revised at the 2d Annual Convention, held at Chicago, Ill. January 11–15, 1887.

NEW YORK.
SAMUCH & GOLDMANN, STEAM PRINTERS, 190 WILLIAM STREET.
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reached the age of 17 and who recognize this Constitution and By-Laws can become a member of a Local Union.

SECT 2. Members can be debarred from their membership when in arrears with their regular dues or assessments beyond the legal limit and not excused on account of being sick or out of work; when convicted of a dishonorable act or when ceasing to be wage workers.

SECT. 3. Expulsion from a Local Union is equal to the expulsion from the National Union.

SECT. 4. No one, who was a member of a Union and who owes dues to such a Union or whose name is entered on the "Black book" can be admitted to any Union as a member.

SECT. 5. If a member believes that he was injustly deprived of his membership either by suspension or expulsion, he can appeal to the National Executive Committee. Should such a member not be satisfied with the decision of the National Executive Committee, he is entitled to an appeal to the Board of Appeals which renders a final decision.

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SECT. 6. A member shall be regarded as in good standing, if he is not longer in arrears with his regular dues, than three months. His standing shall be indicated by the Receipt-stamps which are attached to his membership book for dues paid.

## ARTICLE 4.

### Organization of the National Union.

SECT. 1. The organization of this body shall consist:

1) of Local Unions.
2) of a National Executive Committee.
3) of a Board of Appeal.
4) of the annual Convention.

## ARTICLE 5.

### The National Executive Committee.

SECT. 1. The National Executive Committee shall consist of seven members, who must have reached the age of 25 years, to be elegible. The members of the National Executive Committee must be wage workers, and members in good standing of their Local Union. They must be chosen from to seven different local Unions which are to be designated by the Convention.

SECT. 2. The National Executive Com-

mittee must meet at least once in two weeks. The National Secretary shall call special meetings when such become necessary.

SECT. 3. Members of the National Executive Committee who neglect to attend three successive meetings of that committee, shall be discharged from that office by the local Union of their city and a new election shall immediately take place. Such members shall however not be re-elegible for that term.

SECT. 4. The National Executive Committee shall decide all questions of law and jurisdiction subject to the appeal of the Board of Appeals. The National Executive Committee is empowered to authorize strikes, in as far as not restricted by this Constitution; to issue and annul charters, to levy Assessments, which must be submitted and approved of by a general vote and to discharge all other functions which the Constitution may provide or which may arise in the course of time.

SECT. 5. The National Executive Committee shall once in a year gather reliable statistics concerning the conditions of the baking trade, and all local Unions shall be held to distribute schedules to that effect and gather answers to the questions thereof.

Members who decline or omit to answer the questions on said schedule, shall be subject to a fine to be imposed by the local Union.

SECT. 6. The National Executive Committee shall have power to levy an assessment in case of strikes, if two-thirds of the local Unions approve thereof. Such assessments shall however not exceed the sum of 50 Cents a member per year.

SECT. 9. The National Executive Committee shall at the end of the months of March, June, October and January render a detailed report of the receipts and disbursements to the local Unions; said report to contain a special report as to the standing of the Organ of the National Union and another as to the finances of the National Union.

## ARTICLE 6.

### Officers of the National Union.

SECT. 1. The officers of the National Union shall consist:

of a National Secretary and Assistant,
of a Financial Secretary,
of a Treasurer, and
of three Trustees.

SECT. 2. The National Secretary shall be

elected from the time of one Convention to the following one. The Financial Secretary and the Treasurer shall be elected for one year from among the members of the National Executive Committee, and the Trustees shall be elected from among the National Executive Committee for one year also.

SECT. 3. Should a vacancy occur in one of the offices of the National Executive Committee or among the members thereof, such vacancy shall be filled by the Local Union of such a place in accordance with the preceeding Sect. 2 by an election. In case of a vacancy in the office of the National Secretary, the National Executive Committee shall have power to fill such office from among the members of any Local Union of the country.

## ARTICLE 7.

### Functions of the National Secretary.

SECT. 1. It is the duty of the National Secretary to act as corresponding and recording Secretary of the the National Executive Committee and as the editor of the *Bakers Journal*. His salary shall be fixed by the Convention. He shall have the right to appoint an assistant which appointment shall be subject to the approval of the National

Executive Committee. Said Assistant to furnish such security as the National Executive Committee may designate. The salary of the Assistant shall be fixed by the Convention.

SECT. 2. The National Secretary shall keep correct minutes of the proceedings of the Convention and of the National Executive Committee; he shall keep all documents, papers, letters and vouchers, also copies of all letters which he sends to the local Unions. He shall carry on the correspondence between the local Unions and the National-Executive Committee and shall hand over all monies which he receives to the Financial Secretary and he shall see that they be properly entered by him and he shall finally make an extensive report to the Convention as to his activity and of the general standing of the organization.

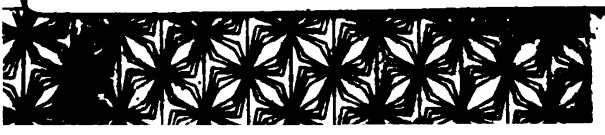
SECT. 3. The National Secretary shall if demanded, furnish in accordance with the Constitution, to the Local Unions Charters, Constitutions and Blanks, he shall keep the seal of the National Union and execute all other functions prescribed by the Constitution or ordered by the National Executive Committee.



SECT. 4. The National Secretary shall attend all meetings of the National Executive Committee and the Convention. In both bodies he shall have an advisory voice, but no vote.

SECT. 5. The National Secretary shall in his capacity as editor of the *Bakers Journal* attend to the business portion of the paper and he shall have power to make such arrangements as he may deem requisit in the interest of the publication. He shall hand over to the Financial Secretary all monies from subscriptions and advertisements and he shall see that the monies be properly entered. For his editorial and business functions he shall be responsible to the National Executive Committee. He shall give a security of $300.

SECT. 6. The National Secretary shall keep a "Black book", wherein the names of such members shall be entered, who have defaulted monies, who have acted as "scabs" or who have otherwise committed a dishonorable act. Each local Union shall however be held to investigate each case carefully before deciding that a members name be entered on that "Black book". All reasons leading to such a step shall be reported to the National Executive Committee.



## Article 8.

**Functions of the Financial Secretary.**

Sect. 1. It shall be the duty of the Financial Secretary to keep correct accounts of the receipts and disbursements of the monies of the publication as of those of the National Union and he shall deliver to the treasurer of the National Union all monies received by him and shall keep in his hands an amount necessary for current expenses, which shall not exceed the sum designated by the National Executive Committee. His salary shall be fixed by the Convention.

Sect. 2. At the end of each month the Financial Secretary shall render a report as to the finances of the *Bakers Journal* and another of the finances of the National Union to the National Executive Committee. He shall at the end of each week publish in the *Bakers Journal* all monies received by him for the National Union.

Sect. 3. The Financial Secretary shall furnish security of not less than $300.

Sect. 4. The National Secretary as well as the Financial Secretary shall hand over to their successors in office all monies, papers and books in their possession. They shall

furthermore render all desired information in reference to their business management before their security can be returned.

SECT. 5. The salary of the National Secretary and his Assistant shall be paid out of the funds of the *Bakers Journal* and that of the Financial Secretary out of the funds of the National Union. Should however the Journal fund prove insufficient, then the National Executive shall have the right to take the deficiency from the National funds.

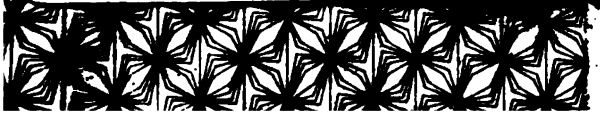
## ARTICLE 9.

### Functions of the Treasurer.

SECT. 1. The Treasurer shall receive all monies handed over to him by the Financial Secretary, he shall give receipts therefor and keep accurate accounts thereof. He shall pay all monies that the National Executive Committee orders to be paid and demand receipts therefor.

SECT. 2. The Treasurer together with the National Secretary shall control the booths of the Financial Secretary, and report every irregularity thereof to the National Executive Committee.

SECT. 3. The Treasurer shall furnish a



security of $300. He shall not hold in possession more than $75.00 and shall deposit every amount exceeding this sum in a bank which is to be designated by the National Executive Committee.

## Article 10.

### Functions of the Trustees.

Sect. 1. It shall be the duty of the Trustees to investigate the sureties of the officers and to hold them in safe keeping; to audit the account of the Financial Secretary and of the Treasurer and to compare the same with the reports, and to dispose of all other functions as may be referred to them by the National Executive Committee.

## Article 11.

### The Organ of the National Union.

Sect. 1. The *Bakers Journal* shall be the organ of the National Union, the property of the same and be controlled by the National Executive Committee.

Sect. 2. The management of the books and monies of the *Bakers Journal* shall be in the hands of the Financial Secretary, who shall keep a special fund and special books for the same.

## Article 12.

### The Convention.

Sect. 1. The Convention of the Journeymen Bakers National Union shall take place at such time and at such place as designated by the last Convention.

Sect. 2. Every delegate to the Convention must be in possession of certified credentials. He must be a baker working for wages.

Sect. 3. The expenses of delegates to the Convention must be borne by the Local Unions. The expenses of the National Secretary shall be paid by the National Executive Committee.

Sect. 4. All amendments to the Constitution must be sent to the National Executive Committee five weeks prior to the Convention. Such amendments shall be published in the *Bakers Journal*.

Sect. 5. The representation of the Local Unions at the Convention shall be as follows: Local Unions of 100 or less members shall be entitled to one delegate. Local Unions having from 100 to 200 members shall be entit.ed to two delegates and all Unions num-

bering more than 200 members shall be entitled to three delegates.

SECT. 6. The National Secretary shall represent the National Executive Committee at the Convention and shall submit all books. He shall have an advisory voice but no vote. He shall be permitted to accept credentials.

SECT. 7. The Convention elects from its number the Chairmen and the Committees.

SECT. 8. The Convention shall have power to amend or alter the Constitution, agree upon dues and assessments, alter the form of the organization and adopt all such measures as may be deemed in its opinion in the interest of the organization.

SECT. 9. The credentials to the Convention must be upon the blanks furnished by the National Executive Committee and only such delegates shall be admitted to the Convention that are in possession of credentials to which the seal of the Local Unions thereof and the signatures of the President and Secretary are affixed.

## ARTICLE 13.

### The Board of Appeals.

SECT. 1. In any City, that may have been designated by the Convention as the seat of

the Board of Appeals, the members of the Unions therein shall elect a Board of Appeals of seven members to serve for one year and who shall decide all appeals that may be brought before them, against any decision rendered by the National Executive Committee.

SECT. 2. The decision of the Board of Appeals shall be final and can be set aside only by the next Convention.

SECT. 3. The members of the Board of Appeals shall be elected by the Unions of the place designated by the Convention as its seat.

SECT. 5. The Board of Appeals shall render a written report of their transactions to each Convention.

## ARTICLE 14.

### Local Unions.

SECT. 1. Every organization of Journeymen Bakers having ten or more members, and recognizing this Constitution can become a local Union of this National Union, if a charter is obtained and the dues and assessments are regularly paid.

SECT. 2. The local Unions shall bear the

title: *Bakers Union No. . . of . . . . . of the Journeymen Bakers National Union of the United States.*

SECT. 3. After the adoption of this Constitution no Charters shall be issued to Cities where a Union of the same language exists. If neccessary, Unions can be divided into sections, which however shall be governed by an Executive Board wherein all sections shall have an equal representation. These sections must work under all circumstances in common. The Executive power shall rest in the hands of said Executive Board.

SECT. 4. The number affixed to the local Unions shall be issued by the National Executive Committee in rotation as the charters are applied for.

SECT. 5. The initiation fee shall not amount to less than $1.00 for each member in any local Union. It shall be left to every local Union, to regulate the monthly dues, which shall, however, not amount to less than 25 cents per month.

SECT. 6. Local Unions desiring to join the National Union must make application to the National Executive Committee for a charter which must be accompanied by a charter fee of $5.00.

SECT. 7. Should there be in one town an insufficient number of Journeymen Bakers to form a Local Union, such Journeymen Bakers shall take a card from the nearest Local Union and pay their dues and assessments to the same. Such members shall have the same rights and privileges as all other members.

SECT. 8. The per capital tax payable by the Local Unions to the National Executive Committee shall be 5 cents per month for each member in good standing, for this amount the National Financial Secretary shall furnish receipt stamps, which shall be given to the members on payment of their monthly dues.

SECT. 9. There can be more than one Local Union, of different languages in one city or town, but they must assist each other in case of a strike or any other difficulty that may arise with the employers. Should one Local Union decline to co-operate with another, such Union can be deprived of its charter after an investigation on part of the National Executive Committee.

SECT. 10. Members of a Local Union in good standing can join any other Local Union

of the National body without being required to pay an initation fee.

SECT. 11. All assessments levied in accordance with a vote of the majority of Local Unions, shall be sent to the National Secretary two weeks after receipt of a notice to that effect. Special assessments shall not be paid or received by stamps.

SECT. 12. Local Unions being in arrears with their monthly reports more than three months can be suspended from all the benefits of the National Union by the National Executive Committee. The charter of Local Unions which fail to send in their reports for six months can be declared null and void by the National Executive Committee.

SECT. 13. Constitutions and stamps will be furnished by the National Executive Committee to all Local Unions in possession of a charter, which shall constitute the only legal evidence of membership.

## ARTICLE 15.

### Traveling Certificates.

SECT. 1. Every member of the Journeymen Bakers National Union on leaving a City of which local Union he was a member,

shall demand of his Local Union a Traveling certificate.

SECT. 2. Every member, having paid up his dues for the month in which he desires his Traveling Certificate shall be entitled to one.

SECT. 3. No member coming from another City, shall be admitted to membership unless he can produce a Traveling Certificate.

SECT. 4. It shall be the duty of each member on arriving in a City wherein a Union exists, to present himself at the first meeting.

SECT. 5. If a member should, in consequence of speedily leaving a City be unable to procure a Traveling Certificate, reasonable time shall he granted to him, to enable him to secure one.

SECT. 6. Traveling Certificates shall be issued free of charge and shall contain the exact date of expiration. The Financial Secretary of each Union where a member presents himself for admission on a Traveling Certificate, shall after such member is admitted to membership at once notify the Financial Secretary of the Union that has issued the said Traveling Certificate.

SECT. 7. All rules appertaining to Traveling Certificates shall also apply when members change their membership from one section of a Union to another of the same Union.

## ARTICLE 16.

### Strikes.

SECT. 1. In case of difficulties between employees and employers it becomes the duty of the Local Union to prevent strikes as much as possible by attempting to settle such difficulties in a peaceful way or by arbitration. Only in the event that all attempts of a peaceful settlement shall prove of no avail or if the demands of the employers should be beneath the dignity of the employees and contrary to the principles of Unionism a strike shall be resorted to.

SECT. 2. Should a strike in one locality seem unavoidable, then it shall be attempted, to limit such strikes to as few shops as possible, so as to enable those remaining at work to support their fellow members on strike.

SECT. 3. Every Local Union has the right to tax its working members in favor of those being on a strike.

SECT. 4. Strikes can be declared only

then, when three-fourths of the members in good standing vote in favor thereof. The same vote is required to declare a strike ended.

SECT. 5. No member shall receive a strike benefit in the first week of a strike, except a member was previous to the strike out of work and has not been in work for four weeks prior to the strike.

SECT. 6. If a Local Union proposes to go on a strike subject to being aided by the National Union, such Union must make an application to the National Executive Committee, before going on strike, wherein all the reasons must be stated that lead to that strike, together with a statement of the attempts that where made to accomplish a peaceful settlement of the difficulties; also a statement as to how many members may eventually become involved in such a strike.

SECT. 7. The amount of strike benefits paid by the National Union shall be decided upon by the National Executive Committee in consideration of the number of those to be supported and of the funds on hand.

SECT. 8. No strike shall be decided upon unless every member has been invited in

writing to attend the meeting where it is to be acted upon.

SECT. 9. It shall be the duty of the Financial Secretary of a Local Union, to keep a correct account of all receipts and disbursements of strike monies and every Financial Secretary shall render after the close of a strike an account of the disbursements to the National Executive Committee.

SECT. 10. Only such Local Unions can be supported in case of a strike, who have belonged to the National Union for at least three months aud who are not in arrears with their dues or assessments.

## ARTICLE 17.

### General-Regulations.

SECT. 1. The Journeymen Bakers National Union cannot be dissolved as long as five Local Unions belong to it.

SECT. 2. Members beginning to work in a town where a Local Union exists, shall immediately join the same. Where none exists efforts should be made to form one.

SECT. 3. Should a Local Union dissolve, then it shall be for the National Executive Committee to appoint one of the last members

as trustee to take charge of the property of the dissolved Union and turn over all monies and other property to the National Executive Committee.

SECT. 4. No Local Union belonging to the National Union shall hold less than two meetings in each month and it shall be left to the Local Unions to decide whether the meetings shall be secret or not.

SECT. 5. All official documents coming from the National Executive Committee, shall bear the signature of the National Secretary and the seal of the National Union.

SECT. 6. Every Local Union shall have the right to adopt a special local constitution which must however be in accordance with the constitution of the National Union.

SECT. 7. The constitution of the National Union can only be altered or amended by the Convention or by a general vote. A motion to that effect can by made be any Local Union or by the National Executive Committee.

# By-Laws of the Local Unions.

## ARTICLE 1.

### Local Unions.

SECT. 1. **It shall be the duty of the Local Unions to do all in their power to accomplish the organization of the Bakers of their place, to work for the distribution of the *Bakers Journal* and to support the same.** The great object of the Local Union shall be, to enlighten its members on the great socio-political questions of the day through literature and lectures, and to endeavor to have the hours of labor of its members reduced, and to improve their condition in general,

SECT. 2. Wherever it is possible, Local Unions shall maintain labor bureaus, found libraries, invite speakers from other Trade Unions to deliver lectures; join Central Labor Unions or Trades Assemblies, where such exist, maintain friendly relations with other Trade Organizations and do all in their power to strenghten and to spread the Bakers National Union.

## ARTICLE 2.

### Membership.

SECT. 1. Any Baker working for wages at the Trade, of a moral character, who pays his initiation fee and who recognizes this Constitution and By-Laws, can become a member of a Local Union.

SECT. 2. Members being in arrears with their dues for three months shall be suspended and shall have no

claims to the benefits of a Union until reinstated as full members again. Members being in arrears with their dues for six months, shall be dropped from the rolls. No member, however, can be suspended or expelled unless he is informed by the Secretary in writing of such a step to be taken against him.

SECT. 3. Candidates for membership can only be initiated in person, excepting a candidate resides in another place where no Union exists. Should a majority of members present, decide against the admission of a candidate, such candidate can apply for admission again after four months.

SECT. 4. Every Local Union has the right to designate the time required between the proposition and initiation of members, should, however, double the time expire and a candidate does not appear for initiation he shall be required, to make a new application and the fee paid shall be forfeited. An exception from this rule shall be made when good reasons for non-appearance are given.

SECT. 5. Should it become necessary in consequence of the great area of a city, a Union can be sub-divided into sections, and special rules shall be laid down for their management. Sections of a Union are not entitled to a charter.

## ARTICLE 3.

### Meetings.

SECT. 1. Every Local Union shall hold a general meeting in the first half of the months of January and July. The officers shall render their reports and the election of officers shall take place at such meetings.

SECT. 2. Special meetings must be called by the Presidents of Local Unions when so ordered by a regular meeting or when demanded by seven members. At a special meeting no other business shall be transacted than such for which the meeting was called.

## ARTICLE 4.

### The Quorum.

SECT. 1. The designation of a quorum shall be left to each Local Union. If a quorum is once agreed upon, it shall then only be altered at a general meeting.

## ARTICLE 5.

### Officers of Local Unions.

SECT. 1. Each Union shall elect:

1. a President,
2. a Vice President,
3. a Recording Secretary,
4. a Corresponding Secretary,
5. a Financial Secretary,
6. a Treasurer,
7. five Trustees.

SECT. 2. It is allowable that the Recording Secretary and Corresponding Secretary be one and the same person.

SECT. 3. It shall be left to the Local Unions to designate the number of Trustees.

SECT. 4. All officers shall be elected for six months and shall remain in office until their successors shall have been elected and installed.

## ARTICLE 6.

### Functions of the President.

SECT. 1. It shall be the duty of the President to preside at all meetings and to maintain the dignity of the Union in general. He shall decide all parliamentary rules, appoint committees, when such are required, or cause, that such be elected and to see that the constitution be maintained and observed. In case of a tie he shall have the deciding vote.

## ARTICLE 7.

### Functions of the Vice President.

SECT. 1. The duties of the Vice President are the same as those of the President, but the Vice President shall officiate only in the absence of the President.

## ARTICLE 8.

### Functions of the Recording Secretary.

SECT. 1. The duties of the Recording Secretary are, to keep correct minutes of all proceedings of the Union, which he has to read at the beginning of each meeting: to keep a correct list of all standing and special committees with notes as to the object they were elected for and when they have to report; to keep all letters, dispatches and documents in his posession, to read the same when so ordered by the President, also to keep the roll of officers, to read their names when so ordered by the President, to mark the absentees and to carry on correspondence if no Corresponding Secretary should exist.

## ARTICLE 9.

### Functions of the Corresponding Secretary.

SECT. 1. The Corresponding Secretary shall receive all communications and dispose of the same. He shall report to the National Executive Committee at the close of each month the number of members in good standing and as often as possible send a communication to the *Bakers Journal* stating the number of unemployed and the state of trade. In case that no Corresponding Secretary should be elected, these functions shall be performed by the Recording Secretary.

## ARTICLE 10.

### Functions of the Financial Secretary.

SECT. 1. The duties of the Financial Secretary shall

consist in receiving all monies, in entering the same on the books and in the management of the money affairs in general.

SECT. 2. The Financial Secretary shall keep correct accounts of all receipts and disbursements, and enter with great care all dues paid, so as to be enabled to inform the Union at each meeting of the standing of each member.

SECT. 3. The Financial Secretary shall issue all orders of payment to the Treasurer, that were ordered by the Union and shall submit the same to the President for his signature.

SECT. 4. The Financial Secretary shall at the close of each meeting, before leaving, hand over all monies received by him to the Treasurer and take receipt therefor.

## ARTICLE 11.

### Functions of the Treasurer.

SECT. 1. The Treasurer shall receive all monies from the Financial Secretary, give receipts therefor, and keep correct account of the same. He shall pay no monies that were not ordered to be paid by the Union, except the per capita tax and assessments that are to be paid to the National Excutive Committee.

SECT. 2. He shall at the close of each month send to the National Secretary the legal per capita tax for each member in good standing together with a report of the Financial Secretary, as to the number of members dropped from the rolls or initiated within the last month.

SECT. 3. The Treasurer shall at no time keep more than $25.00 in his posession; all monies exceeding this sum, shall be deposited in a bank designated by the Union for that purpose.

SECT. 4. The Treasurer shall give a security of not less than $100.00. It shall be left to the Union to demand a higher security if deemed proper.

## ARTICLE 12.

### Function of the Trustees.

SECT. 1. It shall be the duty of the Trustees to provide for the deposition of monies at the bank, to audit the monthly reports and the books of the Financial Secretary, also to compare the receipts with the books and vouchers of the Treasurer and to report to the Union the result of their labors.

## ARTICLE 13.

### Initiation Fees and Dues.

SECT. 1. Members joining a Union, in the last week of a month, shall pay their dues from the first day of the next month.

SECT. 2. The regular dues are payable in advance.

## ARTICLE 14.

### General Regulations.

SECT. 1. Every Union is at liberty to impose fines for neglect of duty of officers and committees. Such fines shall be collected as though they were regular dues.

SECT. 2. Members of a Local Union who have gained their membership through false statements or by concealing facts, shall upon conviction be expelled from the Union.

SECT. 3. It is the privilege of every member to report to the National Executive Committee every infringement upon the constitution caused either by an act of the Union or by members or officers of the same.

SECT. 4. Members of a Union remaining at work while having been ordered on a strike, or who have acted a traitors to their fellow-members shall upon conviction be expelled and their name shall be inserted in the "black book". The reinstatement of such a member can only be acted upon by the convention.

SECT. 5. Members who injure their Union by a dishonorable act, who have defaulted monies or who have acted as scabs, shall be formally charged with the offence which they have committed. A committee shall be elected to investigate such charges which shall report and recommend the fine to be imposed. The accused shall have the right to defend himself at the meeting.

SECT. 6. Every Union shall report to the National Executive Committee the name of such members who were expelled for dishonorable conduct, for defaulting money or for having acted as scabs during a strike, so that the names of such members be entered on the "black book".

SECT. 7. It shall be the duty of the officers and members to keep strictly secret the proceedings of their meetings. Should a member reveal to a boss or to a non-union man the proceedings of a meeting, or state facts, that are not intended to be made public, such member can, after being convicted, be fined, suspended or expelled, as the Union may decide.

SECT. 8. A Union cannot be dissolved as long as ten members remain in good standing.

SECT. 9. All parliamentary rules not provided for in this Constitution shall be decided according to Cushing's Manual of parliamentary rules.

# Order of Business.

1. Calling the meeting to order.
2. Roll call of officers.
3. Reading of the minutes.
4. Proposition for membership.
5. Initation of new members.
6. Payment of dues.
7. Communications.
8. Report of committees.
9. Nomination of officers.
10. Election of officers.
11. Deferred business.
12. New business (welfare of the Local and National Union).
13. Receipts and disbursements.
13. Adjournment.

**Journeymen Bakers' National Union of the United States.**

# Membership Card.

This is to certify, that

Mr.....

is a Member of BAKERS' UNION No.....

of .....

in as far as the receipt stamps on the following pages indicate, that he is not in arrears beyond the time limited by the Constitution.

.....President.

.....Fin. Sec

# Receipts for Monthly Dues.

## 1887.

| | | |
|---|---|---|
| January. | February. | March. |
| April. | May. | June. |
| July. | August. | September. |
| October. | November. | December. |

# Receipts for Monthly Dues.

## 1888.

| | | |
|---|---|---|
| January. | February. | March. |
| April. | May | June. |
| July. | August. | September. |
| October. | November. | December. |

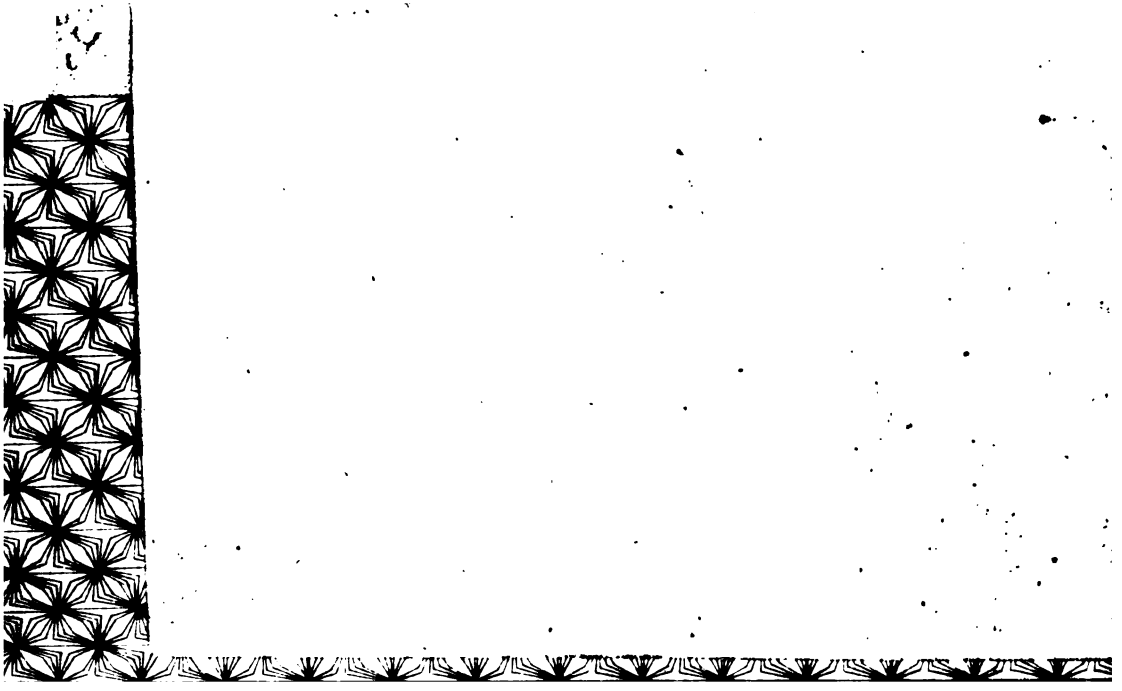
# Receipts for Extra Assessments.

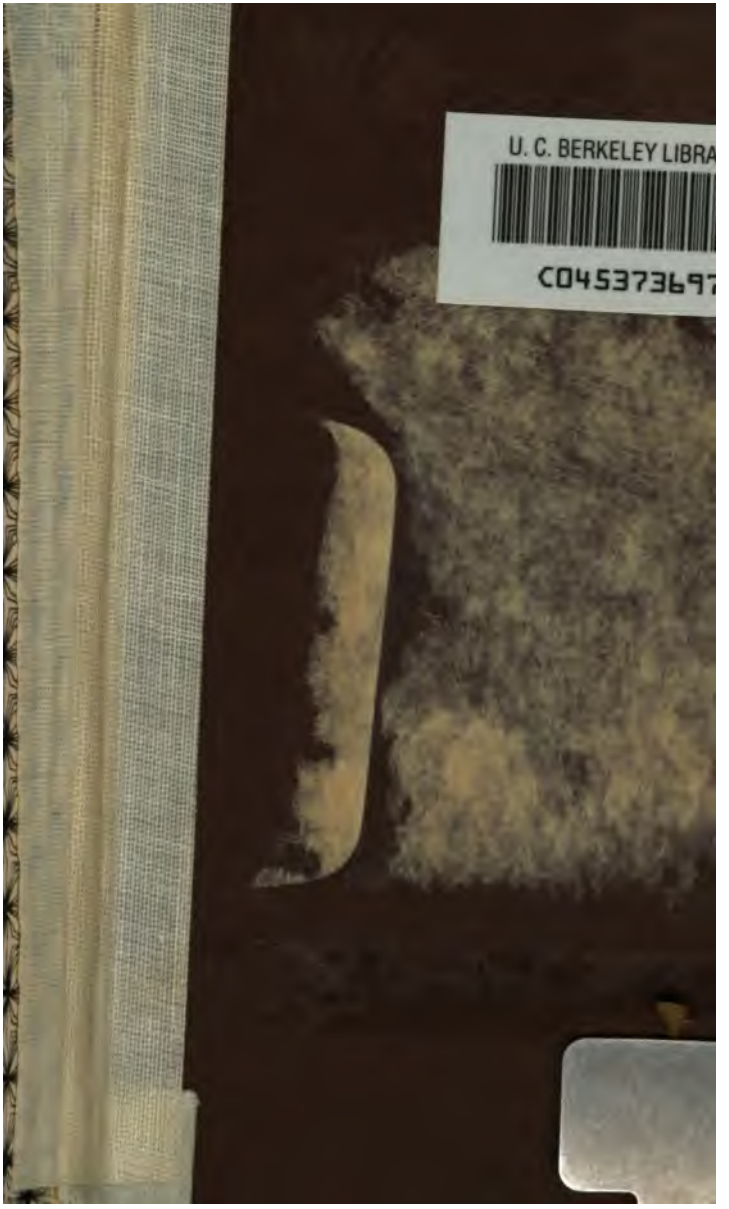
## 1887.

| | |
|---|---|
| January..... | July..... |
| February..... | August..... |
| March..... | September..... |
| April..... | October..... |
| May..... | November..... |
| June..... | December..... |

## 1888.

| | |
|---|---|
| January..... | July..... |
| February..... | August..... |
| March..... | September..... |
| April..... | October..... |
| May..... | November..... |
| June..... | December..... |




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